

COURSE OUTLINE: ORGANIZATIONAL BEHAVIOR

GENERAL

SCHOOL	ECONOMIC AND ADMINISTRATIVE SCIENCES		
ACADEMIC UNIT	ECONOMIC SCIENCES		
LEVEL OF STUDIES	UNDERGRADUATE		
COURSE CODE	OE703	SEMESTER OF STUDIES	7th (Major C)
COURSE TITLE	ORGANIZATIONAL BEHAVIOR		
INSTRUCTOR(S)	Professor V. Bellou – <i>Tutorials: Dr. A. Tsameti</i>		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		WEEKLY TEACHING HOURS	CREDITS
Lectures and Practical Exercises		3	6
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialized general knowledge, skills development</i>	GENERAL BACKGROUND		
PREREQUISITE COURSES:	NO		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	GREEK		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	YES		
COURSE WEBSITE (URL)	http://eclass.uth.gr/eclass/courses/ANTMB133/		

LEARNING OUTCOMES

Learning Outcomes <i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i> <i>Consult Appendix A</i> <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> <i>Guidelines for writing Learning Outcomes</i>
The course aims to introduce students to the concepts of Organizational Behavior. The main learning objectives of the course are:

- familiarity with the basic theories of human behavior in organizations
- providing theoretical knowledge for understanding employee behavior in organizations
- the connection of theoretical knowledge with organizational reality, based on the practical implications of the relevant theory
- promoting the recognition of the primary importance of the human factor for the successful operation of businesses

Upon successful completion of the course, students are expected to:

- understand and interpret employee attitudes and behavior, at an individual, group and organizational level
- recognize the factors that influence the performance of employees and organizations as a whole
- identify the challenges faced by organizations, executives and each individual employee in today's era
- realize the complexity of organizational changes and their requirements
- improve their ability to communicate, collaborate, manage time and present their ideas.

General Competences

Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?

<i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i>	<i>Project planning and management</i>
<i>Adapting to new situations</i>	<i>Respect for difference and multiculturalism</i>
<i>Decision-making</i>	<i>Respect for the natural environment</i>
<i>Working independently</i>	<i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i>
<i>Team work</i>	<i>Criticism and self-criticism</i>
<i>Working in an international environment</i>	<i>Production of free, creative and inductive thinking</i>
<i>Working in an interdisciplinary environment</i>	<i>.....</i>
<i>Production of new research ideas</i>	<i>Others...</i>
	<i>.....</i>

- Search, analysis and synthesis of data and information, using both necessary technologies
- Decision making
- Problem solving
- Autonomous Work
- Teamwork
- Critical thinking and self-criticism
- Communication
- Time management
- Respect for diversity and multiculturalism

- Demonstrate social, professional and ethical responsibility and sensitivity to gender issues
- Free, creative and inductive thinking

COURSE CONTENT

Organizational Behavior deals with the imperative to successfully understand employees, their attitudes and behaviors, to achieve effective organizational functioning. More precisely, it focuses on the behavior of individuals and groups within the organization, seeking to facilitate the development of appropriate organizational processes, policies and practices. The subjects analyzed include:

- Theories of human behavior
- Perception – Personality
- Personal values - Attitude and behavior
- Urge
- Team creation and dynamics
- Communication
- Interpersonal and intergroup conflicts
- Leadership
- Organizational culture and organizational climate
- Organizational change

TEACHING AND LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	In the classroom. Each lecture analyzes a specific issue of Organizational Behavior. Accordingly, during the lectures, students have the opportunity to demonstrate understanding of the subject through a range of methods such as group discussions, examples, case studies and simulation activities.		
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	• E-class platform, for posting (a) notes, (b) assignments, (c) announcements, (d) communication with students • Use of digital content creation applications (e.g. Quizlet, Mentimeter). These are tools that enable the instructor to create quizzes and interactive activities, engaging students in a game of knowledge and real-time assessments. • Use of the MS TEAMS platform with the aim of enhancing collaboration and communication with students.		
TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i>	Activity	Semester Workload	
	Lectures	36	

<i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i> <i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i>	<table border="1"> <tr> <td>Final Semester Exam</td><td>2</td></tr> <tr> <td>Preparing for case studies</td><td>12</td></tr> <tr> <td>Preparation Work</td><td>40</td></tr> <tr> <td>Independent Study</td><td>60</td></tr> <tr> <td>Total Course</td><td>180</td></tr> </table>	Final Semester Exam	2	Preparing for case studies	12	Preparation Work	40	Independent Study	60	Total Course	180
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STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other.</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	I. Written final exam (50%) , which includes: - Questions that require the application of theory <u>Assessment purpose:</u> To check understanding of the key concepts of the course. <u>Assessment criteria:</u> Correctness, completeness, clarity, and critical evaluation of answers. II. Group Work (50%), which includes: -Written work (bibliographic and/or research work, on some concepts of Organizational Behavior) -Public presentation <u>Assessment purpose:</u> To test the skills developed by students and their ability to plan and work on an individual project. <u>Assessment criteria:</u> The written part of the paper is evaluated using criteria such as: • the degree of fulfillment of the specifications set • the classification of terms and concepts • the organization and adaptation of available material • the structure and clarity of the written text • the wealth and quality of the sources that have been exploited • the overall picture of the assignment. The oral part of the paper is evaluated using criteria such as:										

	• The completeness and clarity of the file to be presented • The stand-alone presentation, without the use of notes • The ability and adequacy to respond to questions asked by the instructor and the audience.
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RECOMMENDED BIBLIOGRAPHY

Books about choice

- McShane SL and Von Glinow MA (2022). *Organizational Behavior*. Broken Hi there Publishers, Nicosia.
- Schermerhorn , R. J. (2016). *Organizational Behavior* . Broken Hill, Athens.
- Chitiris , L. (2017). *Organizational Behavior: Concepts, Theory and Behavioral Methods for Effective Management*. Benos, Athens.
- Vakola , M. and Nikolaou, I. (2012). *Organizational Psychology and Behavior*. Rosili Publications.

Related scientific journals :

- Journal of Organizational Behavior
- Group and Organization Management
- Employee Relations
- Leadership and Organizational Development Journal